U.S. ARMY RECRUITING and CAREER COUNSELING

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Army Life Today

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'How is the Army? What's it like?'

So you ask, "How is the Army? What's it like? Is it good, bad or indifferent." Well, I don't know what you've heard, but I can tell you what the Army means to one PFC who was in your position a while ago.

First, I'd advise you to get the job you want. If you're interested in adventure, challenge or money, take a Combat Arms job. Or if there's a job you think you might like in the civilian world, you'll get a chance to try it, in the Army. If you don't like it, it hasn't cost you anything but time. And it's really not a waste of time because you've learned something.

A lot of jobs in the Army are just like civilian jobs: you go to work about 7:30, take 45 minutes to an hour for lunch, and then get off around 4 or 4:30. After that, you're usually off for the day.

Oh, once in a while you'll have to cut grass or shovel snow or pull charge of quarters (CQ) duty.

You'll get a fair wage, and you'll be able to shop in the Post Exchange facilities where prices are usually lower than outside the gate. The profits made by the PX go to support recreation facilities such as crafts shops, athletic centers and recreational services.

The commissary is still a good deal, particularly for people with families. If you get separate rations (money in place of eating in the mess hall) the commissary can be a real help to a single man.

There are some other things you need to know about the Army. If you like sports, there is always a gym on post. Recreational Services usually has a music center where you can check out good instruments and play. They also provide free dances, free pool, free air hockey and even TV rooms. Some posts offer roller rinks and ice skating rinks. Boating equipment, camping equipment and other recreational items are provided for your off duty time, either free or at a low cost. Bowling alleys and swimming pools are available. You can usually get ticket discounts for everything from concerts to plane tickets.

A lot of what happens to you in the Army is totally up to you. If you're a good worker you can get promoted fast. All you basically have to do is stay clean, do your job and avoid trouble, and you come out of the Army ahead — a litle older, a little wiser, and ready to finish school if that's what you want. A fair number of people choose to stay in.

Education opportunities are very good in the Army. They have Project AHEAD and tuition assistance programs to help you finish your education. There are military courses to assist you in your job; many will turn into college credits when you get out of the Army.

The Army's haircut policies are not as liberal as you'd find at General Motors. You will probably have your hair cut shorter than you'd like it. But don't be self-conscious about it and the chances are that not too many people will notice.

The food in the Army is a lot like the food in any cafeteria; sometimes it's real good and other times it's only passable, but you'll always get more than enough.

If you're like everyone else, you have some questions about basic training. I'll tell you what it's like. Everybody pays for one person's mistake. But once you get used to it, it isn't that bad. You'll take a lot of harrassment from drill sergeants. Just do what they say, stay to the middle of the group as much as possible, and listen to any advice they might give you. All you have to do is stick it out. After you finish basic and AIT, it is a whole lot easier. Don't go AWOL. That's the last thing you want to do.

Once you become permanent party, it's a completely different Army. It then becomes just like a regular job.

All in all, I'd say the Army is a good life. If you'd ask me, "Would you do it again?" I'd have to answer, "yes."

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Views and Reviews

Sergeant Joseph Henry welcomes MG Eugene P. Forrester to the Kings Plaza Recruiting Station, Brooklyn, N.Y.

On a regular basis we get feedback from DA, from our advertising agency, and from our Market Studies and Analysis directorate on the recruiting climate. They tell us what young people of enlistment age think about the Army — what the new enlistee thinks of the Army — about whether or not his recruiter gave him the whole story. These surveys are a little like testing the water temperature before a plunge.

A couple of years ago the water was pretty cold. Political and social unrest resulted in outright hostility toward many of our institutions — the military included. Needless to say, some recruiters nearly froze to death swimming in such a chilly sea.

But now there is evidence to suggest that the ice is pretty well thawed and the water's grown more tepid. Our somewhat formal and technical research indicates that. And my own thermometer in the form of letters from our customers points to a positive trend. Here are some examples. A young private cited the excellent treatment he had received from SFC Mike Nemerson of New York City. He wrote "Everything was as he said it would be; there were no surprises. . . ." "I fired question after question at him and if he didn't know the answer he either looked it up in his book or called the right person. He didn't stop until I was thoroughly satisfied and there were no doubts in my mind."

Shortly after I had received this letter, I received another one, this time from a mother of five sons, four of whom have served in the Army. She explained to me the details of their time in the service, the fact that they were all satisfied with the Army and had no regrets. She talked about the Bicentennial and patriotism, a subject just now coming back into vogue. And she concluded by saying she fully expects her fifth son to enlist.

Letters like these persuade me that our relationship with the public is improving. Also they tell me something else. They tell me that most recruiters do their job in a highly professional manner; recruiters are turning out satisfied customers! I believe you will agree this combination is the best advertising program going for us. Keep up the good work.

Good recruiting!

EUGENE P. FORRESTER
Major General, USA
Commanding

U.S. ARMY RECRUITING and CAREER COUNSELING
journal

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COVERS

This issue on Army life continues the "Handy-Dandy Guide to the United States Army." The front cover, the back cover and the separate pages inside marked with the three black dots in the margins can be removed and placed in a three-ring binder for use as a book to show prospects.

The new volunteers

Army life suits one married couple

By JOHN FLYNN
Louisville (Ky.) *Courier-Journal* Staff Writer

Courier-Journal Staff Photo by Dan Dry

ELIZABETHTOWN, Ky. — The Army has been good to Glendora and Calvin Stevens, who'll be leaving it in October after three years of voluntary service.

They came in as teen-agers, straight out of high school. But they'll be departing with a baby daughter and, both agree, a much more mature view of the outside world.

Calvin Stevens says he's leaving to go to college with money provided for veterans. Some day he hopes to run a company, "and when I do," he said, "I'll always look on the Army as my first step up the ladder."

Leaning back in his couch and watching a Cincinnati Reds' game on his color television, Stevens was asked if he'd enlist if he had it to do over again.

He didn't hesitate. "I'd do the same thing again even if they took away all these things (TV, stereo, etc.) and the money I've been able to save," he said. "The Army has helped make a man out of me."

Glendora Stevens, who sat next to her sleeping daughter, nodded in agreement.

The Stevenses met and married at Ft. Knox where they're currently stationed, although they live off post in a small apartment on 31W.

Spec. 5 Glendora Stevens, who can pull rank on her Spec. 4 husband, is on maternity leave until the middle of July. It's giving her time to take care of two-week-old Tracy and prepare for the family's return to civilian life.

Meanwhile, Calvin Stevens, a thoughtful and articulate native of Portsmouth, Va., has had almost three years to reflect on the volunteer Army. He, like Glendora, has concluded that it's more good than bad.

If Stevens could change one aspect of the modern Army, he would provide much better counseling when members are being recruited.

"They don't really let you know what it's going to be like when you're recruited," he said. "I'd like to see them tell recruits the truth, both the good and bad, including the spit and polish, and I'll bet that 75 per cent of the prospects would still join."

On the plus side, however, Stevens has had the opportunity to work in the amnesty program and currently is doing reporting work on Army personnel faced with expulsion for various offenses.

"Many of the young guys have financial problems," said Stevens. "The Army frowns on having bill collectors around, although many of these kids come in with no experience in how to handle money. That's another thing the Army has taught me how to do — take care of my money."

The Stevenses bring home about $1,150 a month between them, a good living, both admit, but not enough for a man who hopes to own a company some day.

"If I had agreed to stay in the Army," said Calvin Stevens, "I would have eliminated most of my horizons. There's a big, wide world out there and I want to see what I can do in it. The Army's fine for people content with a small world, but I want more."

Glendora Stevens, who usually listens while her husband talks, likewise gives the volunteer Army passing grades after almost three years in its service.

She came out of high school in Ft. Lauderdale, Fla. Like her husband, she wanted to go to college, but didn't have the means. So she chose the Army and also ran into culture shock in basic training.

"I'll never forget when I showed up at Ft. McClellan and saw that big old room with about 35 to 40 beds spread around it," she said. "Most of the women, including me, cried every night for a while, but it only lasted a couple of months. Since then I've had a good experience, maybe better than Calvin because women in the Army seem to get along better with each other than the men."

Mrs. Stevens, whose duty is in the public information office at Ft. Knox, where she puts in a 7:45 a.m. to 4:30 p.m. day like her husband, says she'll remember the good experiences more than the bad.

She grew up in a black neighborhood in Florida, but in the Army she has met and worked with people from around the world.

"That's what I'll remember most, all the people I've gotten to know," she said. "Most of them are good people and they have taught me a lot," she added.

Her chief interest is fashion design. She designs and makes many of her husband's civilian clothes and hopes some day to become a fashion designer after her husband has finished college.

The Stevenses agree that race relations in the volunteer Army are acceptable.

"I've seen a few things that make me wonder, but they happened to other people," said Calvin Stevens. "But no commanding officer in this Army is going to tolerate race problems. As soon as they pop up, they get stamped out one way or the other."

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Average reading time: 5 min.

Education in the Army

Something for everybody

By MIKE LOGAN
Seattle DRC

The words "school" and "education" conjure up different visions to different people:

- One person remembers the days as a senior in high school;
- Another person recalls the hectic undergraduate days at a college or university;
- Yet another person remembers receiving his bachelor's degree from a state university;
- And still other people can recall easily how it felt to have that brand new master's degree;
- And, of course, there are those with doctoral degrees.

All of these moments can be lived, or re-lived, at Fort Lewis, Wash., through an aggregation of colleges, universities and trade schools called Old Reliable University.

Education and school are not new concepts in the Army, but Fort Lewis, home of the 9th "Old Reliable" Division, is typical of the stress being placed on these concepts. A dozen schools from three states call sprawling Fort Lewis part of their campuses because they are also conducting their classes at the post education center.

In the four years that Old Reliable University has been operating, there have been 1391 high school diplomas awarded, 321 associate degrees presented, 94 bachelor's degrees awarded, and 210 master's degrees presented. During an average quarter, 3500 students will attend classes in subjects ranging from accounting to wildlife management.

Course offerings include high school completion and college preparatory courses, vocational/technical courses in various disciplines, 11 associate degree programs, nine bachelor's degree programs, seven master's degree programs, and one doctorate program.

The accreditation of Old Reliable University is that of its participating institutions. Each participating school has regional accreditation for the programs offered, and several have national accreditation. Degrees, diplomas and certificates are granted by the participating institutions.

The academic curriculum at ORU is designed around the training and job commitments of the 9th Infantry Division. Many courses are offered for five or six week periods which fit within the "3-M" training cycles of the division. The cycles are: **M**aintenance support cycle when day and night class attendance is permitted and encouraged; **M**ission preparation cycle when attendance is permitted when consistent with mission requirements; and **M**ax-pace cycle, when attendance at class is not permitted because of intensive unit training. In all cases, the individual's unit commander must approve attendance as part of the registration process.

Once the prospective student has registered for classes, attendance is mandatory unless precluded by illness or an emergency verified by the unit commander.

Class attendance during on-duty hours is considered a military duty. The purpose of any educational program — individual and professional growth — is defeated by absenteeism. Additionally, the programs offered by public institutions are only partly funded by tuition; these schools are subsidized by state funds, with amounts based on actual school attendance. A student who fails to complete a course due to absenteeism over which he had control

Old Reliable University Participating Colleges and Universities

Green River Community College, Auburn, Wash.

Saint Martin's College, Olympia, Wash.

L. H. Bates Vocational-Technical Institute, Tacoma, Wash.

Tacoma Community College, Tacoma, Wash.

Pacific Lutheran University, Tacoma, Wash.

University of Puget Sound, Tacoma, Wash.

Chapman College, Orange, Calif.
Fort Steilacoom Community College, Tacoma, Wash.

Central Washington State College, Ellensburg, Wash.

Southern Illinois University, Carbondale, Ill.

University of Southern California, Los Angeles, Calif.

United States International University, San Diego, Calif.

is required to reimburse the government for any tuition assistance paid by the Army or the Veterans' Administration.

Tuition assistance for Army personnel can amount up to 75 percent of tuition costs, or fees in lieu of tuition costs, for people attending courses conducted by accredited civilian institutions.

A second means of financial assistance is through Veterans' Administration benefits, commonly known as the GI Bill. Under public law, people who have completed 180 days of active service are eligible to receive educational entitlements, which to a person on active duty means money in addition to normal pay and allowances. The VA will also absorb all tuition and book costs in ORU high school and college prep courses.

Particular emphasis at ORU is placed on high school completion, now a prerequisite for reenlistment. A high school diploma or General Education Development Certificate of High School Completion, can be earned through ORU.

As an adjunct to the high school completion program, ORU also provides the College Discovery Program designed to provide additional education prior to college or technical studies.

Those who prefer to pursue a vocational/technical skill will find ample opportunity at Fort Lewis. A certificate which is recognized by both labor and industry is issued for specific numbers of hours completed in certain training programs. Much of the work in these areas is applicable toward the Associate Degree programs offered by the participating community colleges. Instruction in such areas as accounting, automotive mechanics, carpentry, electricity, small engine repair, welding, and radio-TV repair is offered at ORU.

Wayne Brehm, left, of the Bates Vo/Tech Institute, supervises two soldiers grinding the valves of a small engine.

Each college and university participating at Fort Lewis, or at nearby McChord Air Force Base, accepts the results of the College Level Examination Program (CLEP) battery for credit. CLEP is a battery of five tests allowing an individual to earn up to 30 semester hours based on experience and education. These tests can provide the equivalent of one year of college work.

Associate degrees can be earned in the arts, aviation, accounting, law enforcement, management, and wildlife technology. Many Fort Lewis soldiers are able to attain the two-year degree in a single tour of duty.

For those who seek a four-year or post-graduate degree, the Fort Lewis program offers "in residence" credits toward participating colleges' degree requirements. Baccalaureate degrees are awarded in the areas of accounting, management, psychology, sociology, aviation, business administration, law and justice, and occupational education. Master's degree programs are concerned with human relations, business administration, public administration, systems management, counseling psychology, and correctional counseling. A doctorate is offered in human behavior.

The educational opportunities offered by Old Reliable University may sound overpowering, and maybe even unique, but ORU is only one of several Army "universities" to be found on every major post in the country. The specific courses will vary, and the number of participating colleges may differ, but the emphasis and concept remain the same. The function of an Army "university" is to achieve maximum potential among Army people, and to maintain creative, intellectual and leadership abilities.

There really is something for everybody in the way of education available to people in uniform, because the services have long known that a better educated man or woman makes a better soldier.

Army After Hours...

By SP4 KEN HOLDER

Departments Editor, R&CCJ

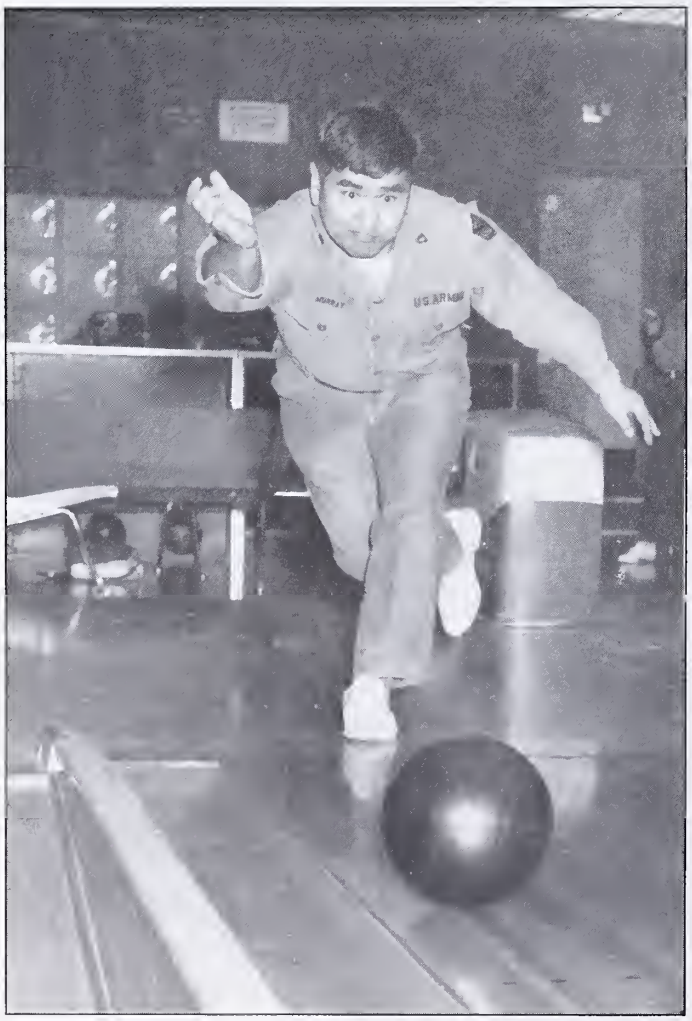
What do you do with your time after you get off duty? There are a lot more things to do on an Army post than sit in the barracks and contemplate your navel.

At every Army installation there is a recreation center. Here you can check out such things as pool equipment, air hockey equipment, watch TV, play cards, chess and games of every kind. You can relax and read a book, many little things that make you feel a little closer to home. All of these things, surprisingly enough, are free of charge and are provided for your entertainment by recreation services.

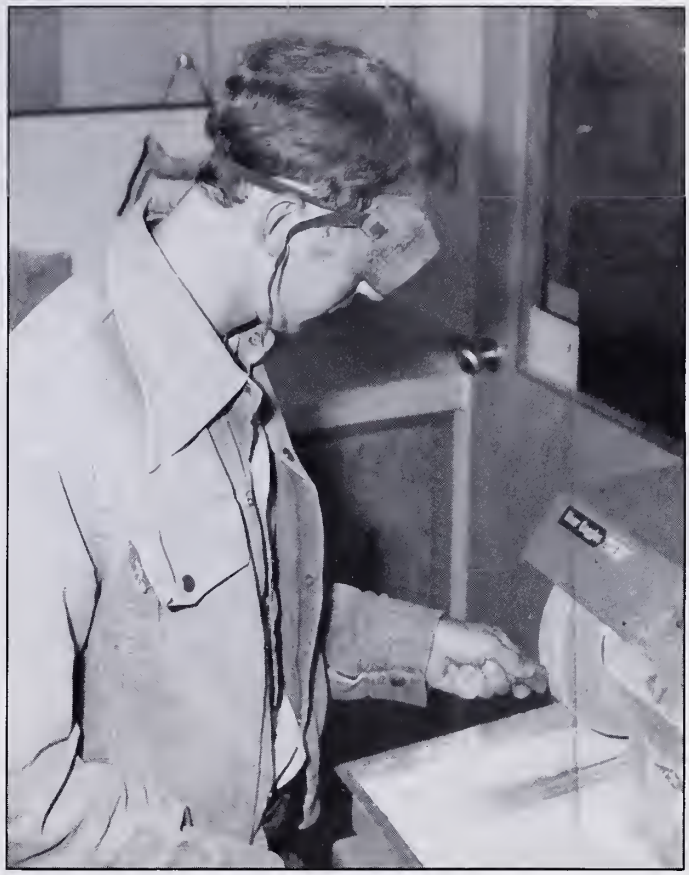
In addition to these activities, the center also carries up-to-date information on upcoming sports and theatre attractions in the area. The center will often have discount tickets for such things as rock concerts, plays, amusement parks, sporting events and just about anything exciting that's going on in the area.

If you don't long for crowds or conversations, the music center might be the place for you. Here you can check out almost any musical instrument made (I even found an accordion at Fort Benjamin Harrison, Ind.). You can go into a room and play to your heart's content without some unfeeling person saying you sound like a scratched Conway Twitty album. If you're into finding a group, band, or a guy to play backup while you "Teach the World to Sing" the music center is the place for you to be.

If you're into (take a deep breath) jewelry, ceramics, leatherworking, woodworking, macrame, painting, photography, or really anything that has to do with arts and crafts, you can go to — you guessed it — the Arts and Crafts Center. The Crafts Center can provide you with low-cost and high quality materials for any project you have in mind; it also offers all the needed



Wondering where you'll find someplace to work on that favorite hobby of yours? Well then put your mind at ease, because whether it be knitting or working on cars the Army has the facilities.



equipment: things such as kilns, darkrooms, easels; in short, anything you need to make yourself creative. A staff of highly qualified instructors is hired for the craft shop to help you get the professional touch to your project.

For all you stalkers of the wild kingdom and tellers of whale tales (otherwise known as hunters and fishermen) there is the Rod and Gun Club. The Rod and Gun Club is usually one of the more active clubs on a post. Here you will usually find information on what is in season, good hunting spots, any news of hunting trips sponsored by the club and you should be able to either buy a license or be told where to get one.

At a fraction of the cost civilians pay, you'll get low cost swimming pools, bowling alleys, current movies and access to a good golf course.

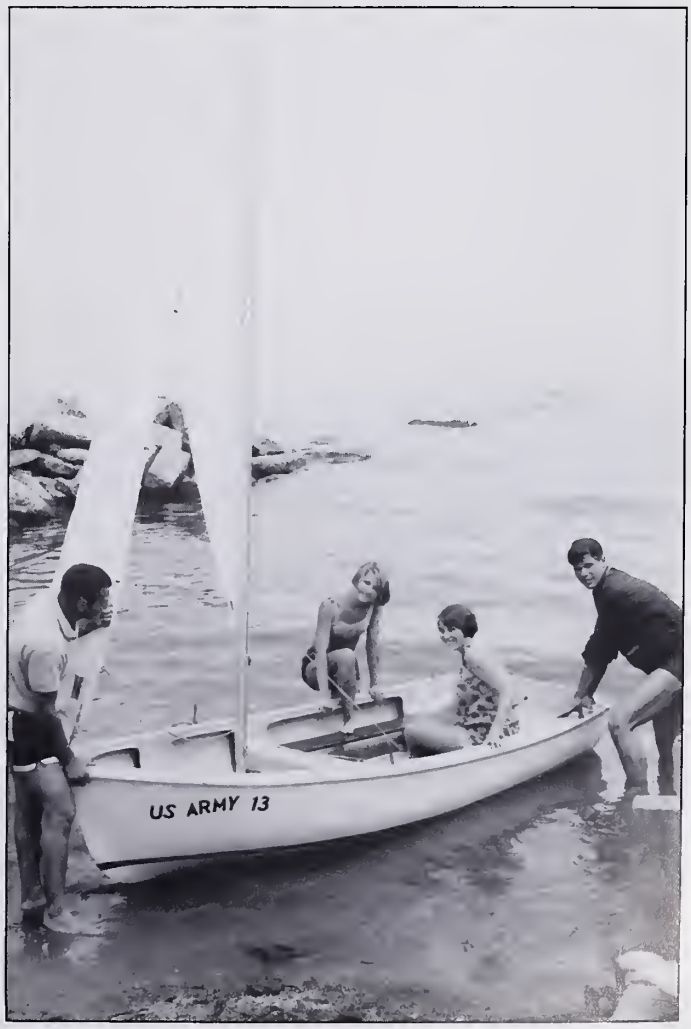
The post gym is available with basketball courts, handball courts and weight rooms at no cost.

If you need a place to study or be by yourself, the post library might be the place you want to check out. Thousands of volumes and a complete reference library are there for use during your off-duty time.

Your car's broken and you've got money for parts but not for labor. Don't worry; quite often there is a post auto craft shop that will provide you with tools and expert advice.

Things like skis, boating and camping equipment and bicycles are also available at recreation services at a minimal fee.

So, with all the things there are to do in your off-duty time, if you end up in your room watching reruns of "I Love Lucy" and "Sermonette," the only person to blame is . . . you guessed it.



A to Z in Army Sports

If you wore a letter on your jacket in school or college, the Army might be the place to exercise your talents. Check the range of athletic opportunities the Army offers.

Each unit on post is allowed to field intramural teams in numerous sports. The post rivalry sometimes gets heated and the competition fierce.

Most intramural leagues carry from four to 20 teams. When there are a large number of teams the league is usually broken down further. They are broken down into divisions with playoffs highlighting the end of the season.

Most posts will offer a variety of sports. A typical intramural program will have basketball, volleyball, football, softball and baseball. The larger the post, the more varied the activity. Some forts carry soccer, swimming, lacrosse, cross country, motocross and games called "Combat Basketball" and "Combat Football." The latter two are basically "no rules" versions of their counterparts.

If team sports aren't your thing, the Army offers individual sports such as handball, tennis, boxing, golf, wrestling and swimming.

If the competition in the intramural league isn't enough, the next stop is usually the post teams. Each team usually sponsors a team in each of the major sports. Tryouts are held and the best athletes are chosen. These teams often travel to other posts for games. At the end of the season there are Army-wide championships.

If you're still better than that, as many Army athletes are, you can try out for All-Army teams. These teams give clinics and compete in international competition. They also participate in the military Olympics. Teams from all over the world compete in these games. And if you're really good you could even get a chance to compete in such prestigious events as the Pan-American games or even the World Olympics. At the games in Montreal there were 17 Army athletes. Here is a list of them and how they did.

SGT Don Haldeman, Gold Medal clay pidgeon
CPT Lanny Basham, Gold Medal smallbore rifle
CPT Margaret Murdock, Silver Medal smallbore rifle
SP4 Lee James, Silver Medal weightlifting
SGT Charles Mooney, Silver Medal boxing
1LT Tommy Haynes, 5th triple jump
SGT John Fitzgerald, 6th pentathlon
1LT Louie Thiemer, 8th running target
SFC Hershel Anderson, 10th free pistol
SP4 Charvin Dixon, 11th clay pidgeon
PVT Rayfield Dupree, 12th triple jump
SFC Martin Edmonsen, 14th running target
PFC Michael Burley, 16th pentathlon
CPT David Ross, 20th smallbore rifle
SP4 Victor Aeur, 31st smallbore rifle
SGT Richard Crawford, 35th free pistol

The Army sports programs can offer you the facilities and the equipment to get and keep yourself in top-notch physical shape, whether you're a Saturday athlete or an Olympian.

A shot of the action at an intramural flag football game.

SP4 Lee James taking a gold medal at the Pan-American games.

Averege reeding time: 5 minutes

Easy as one, two, three. Captain Liz Sprosky tosses Cole High School sophomore football player, Brian Fawcett.

Don't let Sports Clinics throw you for a loop

By BOB LANSCHE
Montgomery DRC
and
JOYCE LYNCH
HQ SWRRC
Photos by Scott Jacobson

Proper use of the Army Sports Clinic program assures maximum returns for the time and effort invested.

Let's take a look.

The key to all-out participation is to publicize the events early enough. The best time for publicity is *all* the time.

After a sports clinic was presented in the Montgomery DRC area last year, *The Sports Page*, an Alabama sports paper, carried an after-the-fact story, the final paragraph of which stated, "Any group wanting clinic services should contact an Army recruiting office for schedules and make-up of the 1976 team." That started the ball rolling for this year.

As the date approaches for arrival of the new sports clinics, the publicity program should be accelerated. Work with your A&SP section to make media releases and get them distributed.

Maintain contact with the people who run the places where you want the clinic to perform. As soon as these locations are set up, with dates and times established, it's time to give the information to the attendees. Get the posters up along with any other information and materials supplied by USAREC.

Oftentimes recruiters leave the posters to be displayed by school officials. This is not a good idea. Some schools may hang them — some may not. In addition, these posters should be personalized with a felt tip pen by the recruiters.

USAREC has provided RPI 950, a checklist designed to help you have a successful clinic. We have some additional ideas.

- You, the recruiter, should be introduced by a top school official. These introductions should be personally prepared and individualized. If you need help your A&SP shop is there to lend you a hand.
- Give the official a brief outline of your job and let him know where you work. Don't expect him to know these things.
- After a brief introduction make sure the students know that the clinicians are all soldiers.
- Tell the students you will be there throughout the program to answer all questions about the Army.
- Introduce each member of the clinic, giving full name, age, hometown, rank, duty station and — most important — his athletic credentials.
- Make arrangements so that the demonstrations or formal clinics do not take up all the

time reserved for them. An informal rap session is time for recruiters to meet prospects. Allow at least 15 minutes for this purpose.

- Keep a good supply of handouts available. The pay scale card is a good one because it contains your name along with the address and telephone number of the recruiting station.
- Finally, after the event is over, send letters of appreciation to those who participated in the program. Normally they will bear the DRC commander's signature.

Some recruiters have yet to realize the great potential of the Army Sports Clinic. The athletes appeal to the largest target audience the recruiter has. The clinicians, because of their non-recruiter status, have a high degree of credibility and often tell the Army story better than anyone else.

A particularly successful Army Sports Clinic was conducted in the San Antonio area. The students saw some spectacular athletic demonstrations.

The Army Sports Clinic paid a visit to Cole High School, in the San Antonio, Tex., area, and made a hit with the students.

The clinic was off to a running start as track man, First Lieutenant Thorn Bigley, introduced the program. Bigley, coach of Fort Sam Houston's Modern Pentathlon Team, then turned it over to First Lieutenant Danny McCafferty to demonstrate proper running techniques.

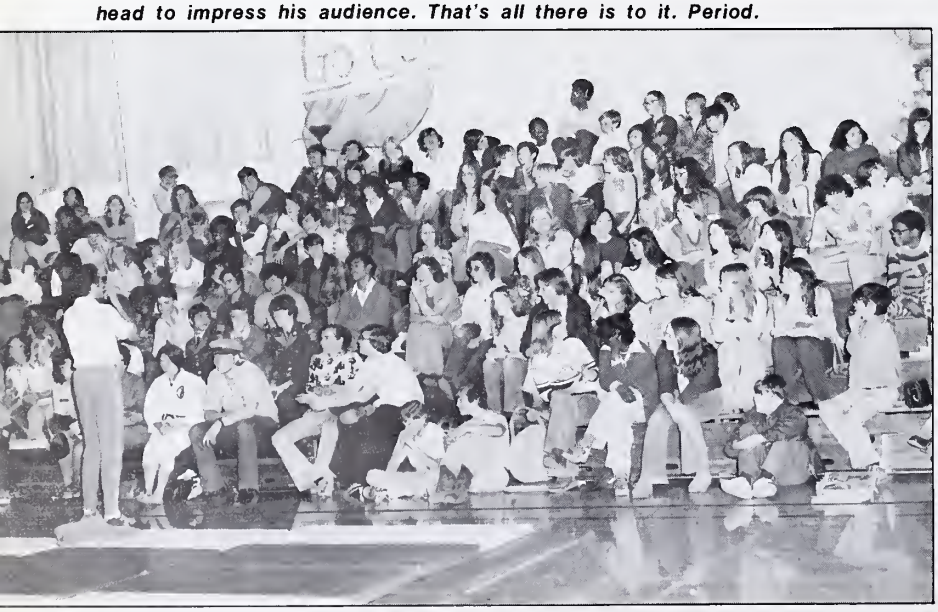
Next came karate and the audience watched intently as black belt holder, Specialist Five Tom Weatherford, stacked heavy cinder blocks to form a bridge. Bending from the waist, arms linked behind him, he gave a mighty shriek and reduced the block to dust — with his forehead. A quick sideways movement with his foot crumbled another block.

Captain Liz Sprosky, judo black belt holder, entered the gym and proceeded to "woman-handle" the 250 pound karate pro. As the crowd cheered for more, she brought a football player from the audience to join Weatherford on the mat.

Next, the audience's attention was drawn to wrestler, Specialist Four Steve Miller. Steve is the Army champion in the 149-1/2 pound weight class. A heckler from the audience was invited to tangle with the Army champ and within a matter of seconds the heckler had nothing to say.

Finally, the action moved outdoors for the golf segment of the program. In the discussion that followed, Specialist Four Gary Christensen (golfer) gave a brief rundown of the sports clinician's job: "You can't join the Army to play a certain sport, but, if you're good, the Army will help you to find the time to develop your skill." And, as the students recognized, there were at least five skills in the Army that were *well* developed.

Prospects, prospects, prospects . . . where else but at a sports clinic can you find so many young people to talk to? At right, SP5 Tom Weatherford uses his head to impress his audience. That's all there is to it. Period.



In quest of an RE code

By SP5 SUE DOENIM
HQ USAREC

"Who was that on the phone?" my kindly old master sergeant (KOMS) asked.

"That was a recruiter who got a wrong number," I replied.

"I take it he was unhappy about something," said KOMS.

"Whatever it was, he said words like MARDAC, RE Codes, and I was really shocked at some of the words I understood."

"I think you have to talk with Master Sergeant Goteroper downstairs — he knows about such things. But a word of warning — he gets kinda testy when people ask dumb questions."

When I finally found him downstairs, I could see that his composure was slightly unsettled, and after I asked him my first question, he became more unsettled.

Sergeant Goteroper got a good grip on his coffee cup and said, "So you want to know about prior service enlistments, huh?"

"If that's what RE codes, MARDAC and those other words are concerned with," I replied, still not sure of what he meant.

"Look at it this way, a young man can walk into a recruiting station today; the recruiter can get him tested mentally and physically tomorrow, and then he enlists and ships off to the reception station the same day. OK so far?"

"OK," I responded.

"Well, if that person had prior service, someone would have to check out the character of that service. If he had a bar to reenlistment in his records when he got out, he's not the sort of person we're looking for."

"Right," I agreed.

"So, if he was a good soldier during his first enlistment, and his supervisors wanted him to stay in the Army, his reenlistment eligibility would be Number One — we call that RE-1." His grip on his coffee cup was starting to loosen up and his knuckles were turning their proper color. "If our prior service applicant meets all other requirements, and is RE-1, off he goes, back in the Army."

"How do you find out if he is RE-1, I wondered, thinking maybe I was lifting the lid of Pandora's box.

"THAT is the problem," he said, making me feel as though I had ripped off the lid and thrown it away, letting all sorts of evil things loose on the world. Dumb question I guess.

"You can't take the applicant's word for it, I imagine. You need proof, right?"

"Right! If the applicant has the RE code on the original or authorized copy of the DD 214, you're all set. No problem," Goteroper said.

"What if it's not on the 214?" I ventured.

"If the applicant has a letter or other official document from the separation unit which lists the RE code, reason and authority for the discharge, he's still OK to process."

"What if he doesn't have one?" That turned his knuckles white again as he squeezed the handle on his coffee cup. Another dumb question.

"Then the DRC calls Monterey, Calif., to see if he is on file."

Before I could ask "What file?" Goteroper went on. "That's the DOD Recruit File. Officially, it's the Centralized System for Prior Service Reenlistment Eligibility Information, but we call it MARDAC."

"Why do you call it MARDAC?" I asked as his ears started turning red. Dumb question number three.

"MARDAC is the name of the company that runs the computer there."

That sounded reasonable.

"MARDAC has in its computer files the names of most of the people who got out of the service in the past 24 months with RE-1 reenlistment codes." Oh.

Anticipating my next question, Goteroper said, "If the name isn't in that file you have to call the Army records center in St. Louis. But that's only if the individual has a Reserve commitment left. If he has completed his six-year commitment, you have to write the GSA military records center for the information; that's in St. Louis, too."

"Gee, that sounds simple enough," I commented.

"Sure," Goteroper said as he smoothly filled his long-empty coffee cup. I could see that he was relaxed again and probably should have quit while I was ahead. But I make it a point never to do that.

"What happens if the applicant was in the Navy or Air Force and still has Reserve time to complete?" He spilled a few drops of coffee over that one.

"Well, just call the individual service records center. For the Air Force, call Denver; for the Navy, call New Orleans; for the Marine Corps, call Kansas City; and for the Coast Guard, call Washington, DC. If you're interested, the addresses and numbers are in Appendix A of USAREC Regulation 601-49."

"So where do the problems and anxieties come from?" I asked, wondering if I was about to find the fly in the ointment.

As he began to visibly shake all over, he replied, "If you wind up calling or writing to any of the record centers I talked about, don't expect instant results." The trembling got more violent. "Their records aren't necessarily on computer tape —most times they have to rummage through old files to find what you're looking for — and THAT takes time!" He finished with a bang of his coffee cup, splashing coffee all over the desk. I figured it was time to leave. One more dumb question was likely to push him over the edge.

Average reading time: 3 minutes

Army at Explorer Bicentennial Olympics

And you thought the Olympics were in

By SP4 KEN HOLDER
Departments Editor, R&CCJ

A lone runner enters the stadium carrying the Olympic flame, symbolizing man's hope for a brighter tomorrow. He mounts the stairs leading to the torch that will remain lighted throughout the games.

This could be a scene at the opening ceremonies of the Olympics in Montreal, but it's not; it's Fort Collins, Colo., the scene of the 1976 Explorer Bicentennial Olympics.

"So what has this to do with me as a recruiter?" you ask.

Knowing that 15 percent of all Explorer Scouts join some branch of military service, as compared with five percent of other youths, the Army sent an impressive battery of athletes — Army all-stars — to teach clinics and serve as officials.

One of the Army athletes was First Lieutenant Earl Harris, formerly of Oklahoma State. Harris at one time held the world record for the 60 yard dash with a time of 5.9 seconds. In the 1973 intra-service championships he took gold medals in the 200 yard dash and the low hurdles. Harris is now in training for the CISM games, (a French acronym for International Military Sports Competition), a military Olympics. Harris is stationed at Fort Sill, Okla.

The two mainstays of the team, the guys who seemed to always find the extra time to help the kids with their athletic problems, were Specialist 4 Len Turner and Specialist 4 Ray Charles Redmon. Redmon is a 440 yard man and Turner is a sprinter.

They both smile easily and never pass up an opportunity to talk about the Army. For instance the two were in an ice cream parlor on the day before competition began. While ordering their ice cream, an Explorer asked them if they were there for the Olympics, and instead of just saying, "yes," they both started telling the Explorer about the Army and the reason they were there. Before it was all over they had half the ice cream parlor listening to their story.

The two other Army participants contributed more than their share. They were the stars of the team. Because they had just come from the Olympic trials, long jumper Specialist 4 Al "Big Al" Lanier and triple jumper First Lieutenant Tommy Zarief Haynes arrived late.

On the morning before competition began, the Army athletes were introduced to the track competitors. Each received a round of applause, but when Tommy Haynes was introduced as an Olympic team member the Explorers almost brought the building down with applause and cheering. It was their way of showing appreciation for the opportunity to not only meet a true Olympian, but to receive coaching help from him.

Wherever Tommy Haynes went a group of kids followed close behind asking for tips, autographs, anything that would bring them closer to the Olympics.

Because of an unselfish act, "Big Al" Lanier made a difference in the way some members of Explorer Post 553 of House Springs, Mo., felt about

Hank Loy, number ten, drives the ball into an opponent on the way to a gold medal in soccer.

Photos courtesy Boy Scouts of America

Montreal

the Army.

Bill Brakefield, of Post 553, had qualified earlier in the week for the finals of the 880 yard run. After reaching the track on the day of finals he realized he'd misplaced his shoes and it was too late to return to Olympic Village and look for them. Al just happened to have an extra pair of spikes that were Bill's size so he offered them to Bill.

Bill didn't win the race but he got the chance to compete, something he would have missed if Lanier hadn't been so generous with his personal property.

Even with the presence of a Navy parachute team and van, the Marine-run orienteering event and the Air Force's admin support, the Army got in the last word. As the Marines were giving a demonstration on rappeling, someone leaned out of a 10th floor window and shouted, "Go Army."

Fritz Lehman of Oklahoma City (above) lights the flame during opening ceremonies. An Explorer (below left) experiences "the agony of defeat." Army long jumper, Al Lanier, (below — second from right), judges the women's long jump competition.

LANSING DRC'S TWO FIGHT TRAINERS, **Sergeant First Class Al Coney** and **Sergeant First Class Clem Pignatelli,** have completed another successful boxing campaign in Michigan.

This year they trained 10 top young fighters in their gym at Saginaw's First Ward Community Center (FWCC).

Michael Galbreath

Sergeant First Class Pignatelli and SFC Coney tape the hands of Oscar Olivarez a fighter they trained, prior to the Saginaw, Mich., Regional Championships. Olivarez emerged as the winner in the Junior Flyweight division.

Five of those boxers won individual Golden Gloves regional championships, while the FWCC team reigns as the 1976 Saginaw Golden Gloves Regional Championship team.

Coached by Coney, FWCC took the same title in 1974.

Pignatelli and Coney, of the Saginaw, Mich., station, next accompanied their five champions to the state Golden Gloves finals in Grand Rapids. Unfortunately FWCC produced no state champions although the five boxers were involved in hard fought bouts and all lost on decisions.

"There's always next year," Pignatelli said. "We're a great team now and have improved greatly over last year. Looking ahead, we expect to take some fighters to the National Golden Gloves finals next year."

FWCC kept on competing after the Gloves finals. They fought successfully against other boxing clubs throughout Michigan and sent a contingent of seasoned young boxers to the AAU boxing meet in Detroit.

Although Coney and Pignatelli train their young men out of a love of boxing and a desire to help young people, they reap recruiting dividends from their program. Many former FWCC boxers have joined the Army. During the summer one team member entered basic training. (Michael Galbreath, Lansing DRC)

THE WEATHER WAS BAD; school buses were running late; some students just stayed home. All of this with a soccer clinic scheduled. For some people it might have been time to push the panic button.

Stewart Dan attempts a shot on goal during a recent TV show featuring the Army athletes.

At Niagara Falls DRC, however, the inclement weather gave recruiters a greater opportunity to reach a larger number of people than they normally would have. They called TV station WGR-TV in Buffalo, N.Y., to see if their viewers could use a soccer demonstration.

A live talk show called *Magazine*, hosted by news director Stewart Dan, was willing to give the Army about 10 minutes of air time to put on its demonstration.

The Army athletes were **Second Lieutenant Robert Phillips,** stationed at Fort Leonard Wood, and **Specialist 4 Paul Gantis** of Fort Benning.

The show ended with Dan taking a pass from 2LT Phillips and shooting at an imaginary goal at the rear of the studio. In this way the Army got a foot in the door with indoor soccer. (SSG Lloyd E. Young, Niagara Falls DRC)

IT'S NOT ENOUGH for **Sergeant Thomas Nelson,** Muskegon, Mich., gold badge recruiter, to be a successful Army representative.

Amid the engine roar and gasoline fumes, he has also developed a very impressive record on Michigan's stock car circuit during the past two years.

Sergeant Nelson poses beside his racing "recruiter."

Racing is nothing new for the Wisconsin-born recruiter. He has combined his Army career with building and racing stock cars for the past ten years. He has competed near Fort Riley, Fort Lewis and Fort Sill, when he was stationed on those posts, as well as on the German Porsche circuit while serving in Germany.

He now says his gold badge is the direct result of his racing endeavors.

"I meet a lot of people at the tracks and naturally develop friendships with them," SGT Nelson says. "Our mutual interest in racing often leads me to talking about the Army. It's worked out real well for me." (Michael Galbreath, Lansing DRC)

WHAT DOES THE PERSONNEL OFFICER at West Point have to do with recruiting in Omaha? Plenty, if he's Olympic gold medalist and former University of Nebraska track star, Charlie Greene.

Captain Greene gives his autograph to admirer and, perhaps, future track star, Kurt Notwehr.

Now a captain in the United States Army, Charles E. Greene was a guest of the Omaha DRC at the Nebraska State High School Track Meet, held in Omaha. Captain Greene provided the Army a great deal of exposure and a considerable amount of good will during his three day stay.

A 1967 alumnus of the University of Nebraska, Greene set a record of 9.1 seconds for the 100 yard dash during the NCAA championships in 1967. At the 1968 Olympic Games in Mexico City, Captain Greene won a gold medal as part of the United States 400 meter relay team and a bronze medal in the 100 meter dash.

"I've moved around a lot and seen a lot since entering the Army," said Greene in a radio interview, "and I find myself still in the Army and still liking it. The Army and I are getting along just swell. It's a good life for me and for my family."

Probably the real highlights of his visit, however, were his conversations with participants on the track. He drew admiring requests for autographs from youngsters too young to remember him, and greetings from coaches who did. What he was garnering was respect, not only for himself, but for the sportsmanship he displayed and for the uniform he wore. He portrayed a new image of today's Army, an image of an Army of champions. (Peter J. Dasovic, Omaha DRC)

Field File

WHILE OTHERS TAKE LEAVE to go fishing, visit the family, or work in the yard planting grass seed, **Sergeant First Class Doug Robertson** used the time to build three baseball diamonds for his neighborhood Little League.

Both Doug and his wife, Trenda, coach teams in Green Run, a planned unit development in Virginia Beach, Va., where Doug is a gold badge recruiter.

Last year, the Green Run Little League played on fields belonging to a nearby community. This year the enrollment outstripped the fields available.

Doug, and his fellow Little League board members, met with the Homeowners' Association and obtained the use of some land set aside for recreation. They were given some rough land, dotted with pools of standing water. They erected backstop fencing, got the Navy Seabees to do surveying, bought fill dirt, and got a grader to start the work.

During the time the fields were under construction, Robertson worked from 8 a.m. until 9 p.m. getting the fields ready for play.

While he was making the foul lines prior to an evening game between his wife's team and the team coached by his area commander, Captain Tommy Youmas, Robertson explained why he got involved in Little League.

"I feel that with day-to-day recruiter work," he said, "you need some kind of enjoyment. In my kind of work you see a lot of kids from broken homes. I love kids and maybe what I do helps."

No matter how much self-enjoyment the Robertson's derive from coaching, their primary concern is for the well-being of the children on their teams and in the Green Run League.

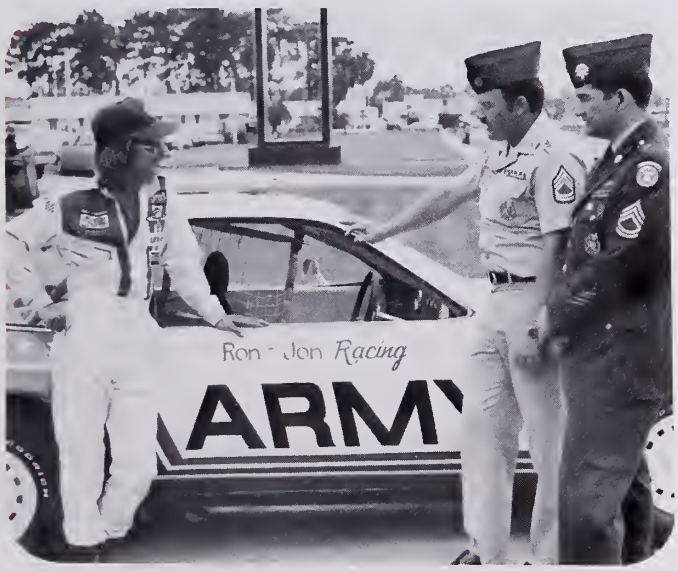
The kids in the Green Run community know Doug and Trenda Robertson. They see this Army couple in light of their community contribution. (Jay Fromkin, Richmond DRC)

Jay Fromkin

Captain Tommy Youmas (above) gives last minute instructions to his team. Robertson (below right) makes final field preparations before the game. Trenda Robertson (below left) shows disappointment in her team's performance.

A RED, WHITE AND BLUE CAR covered with Army advertising beat 38 other competitors in the International Motor Sports Association's radial 100 mile auto race in Daytona Beach, Florida.

"Not so unusual," you say. "Prudhomme does it all the time," you add. Well, when you consider that the driver, **Steve "Yogie" Behr** had never driven the car before, had never been in this type of race, and had never set wheels on the Daytona International Speedway before, it was quite an accomplishment.



Michael Galbreath

Two recruiters and "Yogi" Behr discuss benefits of having Ron Brown's car carry the Army message. The red, white and blue Army car participated in the Daytona Speedway's "Radial 100."

Originally scheduled to drive another car, Behr became "car-less" when his vehicle blew an engine in practice. When **Ron Brown**, owner of the car, heard about Behr's availability, he quickly drafted him to drive the Army car.

All in all, it was a good day for Army exposure. Prior to the race, **Debra Yoakum**, "Miss Army," was featured in the opening ceremonies. The fact that the ceremonies were nationally televised didn't hurt at all. Debra is currently in DEP and will be entering active duty soon.

During the race Jacksonville DRC recruiters manned the mobile recruiting office and an exhibit from Ft. Benning made the Army well-represented.

And to top it off, following the race the Army car and driver were photographed for a feature story in a popular sports magazine. The local recruiters and DEP-ees were present also.

Put together a good Army finish in the race, an attractive DEP Miss Army and a mobile recruiting office and you have good community relations and increased enlistments. (Charlotte Jones, Jacksonville DRC)

STRONGMEN FROM ALL OVER the United States come to Alma, Mich., for the annual Highland Festival and Games. This year the athletic director was **Sergeant First Class Don Latimer.**

Latimer set up all the games, which include a 56 lb. hammer toss, a sheath toss (a 35 lb bag tossed over a bar), the caber toss (an 18 ft. long, 150 lb. pole which must be thrown end-over-end), the 16 lb. stone throw, and wrestling matches.

SFC Latimer prepares for the Highland Games by throwing the hammer.

This year the Army ran the athletic events, provided a display van, had an Army Reserve equipment display, and entered a float in the parade.

"Since the festival committee won't allow recruiting, the other services don't participate," says Latimer.

"They're missing a good bet. I meet a lot of my CIs this way."

Latimer extends an invitation to all 00Es to come to the games next year and compete in the events. He wants some Army winners in the tests of strength. (Michael Galbreath, Lansing DRC)

That's what makes recruiters successful

SSG Jerry Crider discusses an Army career with a JROTC member.

The high school counselor is the best person to start with in working a school.

For instance, there is another school in my area with the same type of economic and social background as my best school, East Atlanta High. Yet, from that school I have only one enlistee. It mostly depends on the cooperation you get from within the school.

When I start to work a new school, the first thing I do is find out what the counselors' attitudes are about the service. Then I tell them about the programs we have for potential enlistees: Project AHEAD, technical job training, and tuition assistance programs to name a few. I try to let the counselor know that I am *really* interested in the student's future.

Another thing to remember is that you have to be flexible when dealing with high schools. What works in one school won't necessarily work in all schools. If the counselor presents you with a dead end, you just have to find someone who provides you with another avenue of approach. You can't just give up on a school. Principals, coaches and teachers can also be a lot of help.

Find out who the kids respect in the school. Usually you can find one or two teachers the kids like better than anyone else. Go to them and try to sell Army opportunities. When you have them thinking Army, the students will start to think that way, too.

The senior class sponsors can also fix you up. They know the activities of the class. Go to them; they can be one of your most important sources of information.

The most important thing, though, is to concentrate on your target audience; that is, the students. You can spend too much time with the adults and not enough with the students.

When I talk to students in groups, I try to make them small groups because I feel I come across as *a person* to the young people this way. If I were to talk in front of the whole class, they would not be sure I was sincere about wanting to help them. The more "personal" I can be in their minds, the better chance I have of communicating with them.

On a person-to-person level, as soon as I learn that a student may be interested in Army service, I contact him. As quickly as possible I find out just *how* interested the applicant is. If he is *very* interested, the job is mostly administrative from that point on.

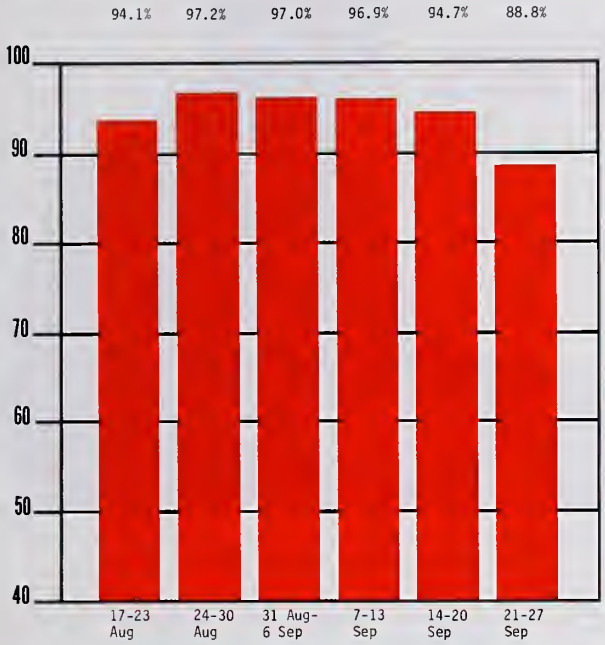
But, if I find that he *isn't* interested, I leave him alone. If I were to sell him and he had misgivings, all kinds of problems would open up. An unhappy applicant becomes a disgruntled soldier.

As far as I can make it possible, the people I put in are going to get the best they can. When they're happy they send back referrals.

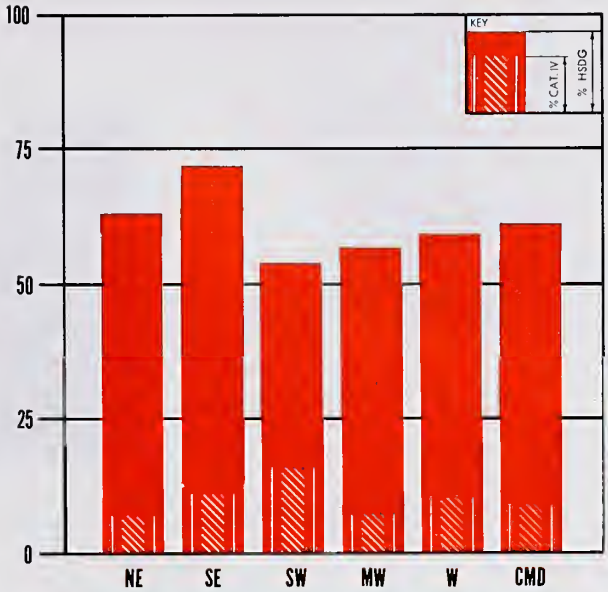
And, as every recruiter knows, that's *really* what makes us successful.

Staff Sergeant Jerry Crider, Atlanta DRC, is the first Army recruiter to receive a gold badge under the QIPs Phase II program. Much of his success has come from areas previously thought to be unproductive. In fact, he enlisted one-fourth of the males in the senior class of one of his high schools. In short, he is something of an authority when it comes to recruiting in high schools.

Q-2



Percent of weekly objective accomplished for shipping weeks indicated. Mission is accomplished when production falls within the ±3 percent floor to ceiling tolerance.



Percentage distribution of NPS high school diploma graduates and NPS male Cat. IVs by region as of 20 September

QUANTITY & QUALITY

The following is a list of DRCs ranked according to their degree of success with the weekly objective. The DRCs are listed alphabetically within categories.

12 of 12	Albany	12 of 12	New Haven	7 of 12	Oklahoma City
	Albuquerque		Philadelphia	6 of 12	Boston
	Atlanta		Phoenix		Kansas City
	Baltimore		Raleigh	5 of 12	Columbus
	Charlotte		Richmond		Peoria
	Cincinnati		San Juan		Sacramento
	Cleveland		Syracuse	4 of 12	Portland
	Columbia	11 of 12	Lansing		San Antonio
	Concord		St. Louis		Seattle
	Harrisburg	10 of 12	Indianapolis	3 of 12	Dallas
	Jackson	9 of 12	Chicago		Salt Lake City
	Jacksonville		Honolulu	2 of 12	Minneapolis
	Long Island		Little Rock		Omaha
	Louisville		New Orleans	1 of 12	Des Moines
	Miami	8 of 12	Pittsburgh		Houston
	Montgomery	7 of 12	Beckley		Los Angeles
	Nashville		Detroit	0 of 12	Denver
	Newark		Milwaukee		San Francisco
	Newburgh		Niagara Falls		Santa Ana

OCTOBER

QIPS credits/recruit

1.	SERRC	5.448
2.	NERRC	5.267
3.	WRRC	5.176
4.	SWRRC	5.120
5.	MWRRC	5.118
	Command	5.242

QIPS credits/recruiter

1.	SERRC	31.664
2.	SWRRC	20.037
3.	NERRC	19.084
4.	MWRRC	16.532
5.	WRRC	15.199
	Command	19.875

Top 20 DRCs*

1.	San Juan	5.939
2.	Jacksonville	5.771
3.	Raleigh	5.584
4.	Syracuse	5.554
5.	Columbia	5.510
6.	Albany	5.486
7.	Richmond	5.485
8.	Charlotte	5.448
9.	Miami	5.425
10.	Baltimore	5.423
11.	Harrisburg	5.408
12.	Concord	5.358
13.	Atlanta	5.355
14.	Jackson	5.299
15.	Montgomery	5.243
16.	Philadelphia	5.231
17.	Nashville	5.220
18.	Albuquerque	5.219
19.	Newark	5.198
	Phoenix	5.198

Top 20 DRCs*

1.	San Juan	40.543
2.	Jacksonville	38.276
3.	Raleigh	37.391
4.	Montgomery	37.333
5.	Miami	36.370
6.	Columbia	36.174
7.	Atlanta	34.719
8.	Richmond	31.366
9.	Jackson	29.275
10.	Long Island	28.136
11.	Charlotte	24.829
12.	Louisville	22.815
13.	Albuquerque	22.519
14.	Baltimore	22.060
15.	St. Louis	21.277
16.	Nashville	21.227
17.	Philadelphia	20.179
18.	Phoenix	19.897
19.	Newark	19.811
20.	Syracuse	18.342

*Only those DRC that accomplished their quantitative objective each week during the reception-station month starting on 27 July and ending on 30 August were eligible for consideration.

Rankings based on preliminary information received from regions. Does not include bonus credits.

Spotlite

A successful nurse recruiter has to be a self-starter

SFC Jerry Gibson prepares mailouts for prospective Army Nurses.

BY MICHAEL GALBREATH
Lansing DRC

"A successful nurse recruiter has to be a self-starter," claims Sergeant First Class Jerry Gibson. He energetically starts himself every day for the difficult task of getting nurses from Michigan in the Army.

Gibson is on his second tour as Michigan's nurse recruiter. He previously was a field recruiter and station commander for more than 40 months.

The Michigan-born OOE has been highly successful as a nurse recruiter following standard recruiting practices.

Gibson and USAREC's approximately 25 other nurse recruiters share with field recruiters most of the same difficulties. "In nurse recruiting you're trying to sell a job to someone who already has training and, in many cases, is a working nurse," explains Gibson. "It's harder to sell somebody like that on the Army than a young person who needs training."

Because most of Gibson's QMA already receive good salaries, he says he had to find selling points to offset their initial salary cut which can amount to $1,000 to $2,500 a year. The best sellers, according to Gibson, are really intangibles.

"Most people applying for Army nursing positions are interested in the nurse clinician program, travel and specific duty locations," says Gibson. And he has successfully geared his sales approach to those points.

Gibson gets his leads from numerous sources. Many of them come from national advertising and his own mailouts which he puts together in his Lansing DRC office. He also picks up leads from local recruiters and by staying in contact with counselors and placement officials at Michigan's five accredited schools of nursing.

"I make contact within 24 hours of getting a lead," Gibson says. "All recruiters should do that with their REACT cards and other leads, because if you don't, you run the risk of a lead cooling off."

Gibson makes the majority of his initial contacts on the phone after 5 o'clock and on Saturday.

Captain Bettye Ball, nurse counselor based at the Columbus DRC, accompanies Gibson on his appointments. She details the professional aspects of Army nursing while Gibson talks about programs and his major selling points.

It usually takes quite awhile after a woman or man talks to Ball and Gibson, and has applied to become an Army nurse, for them to go on active duty.

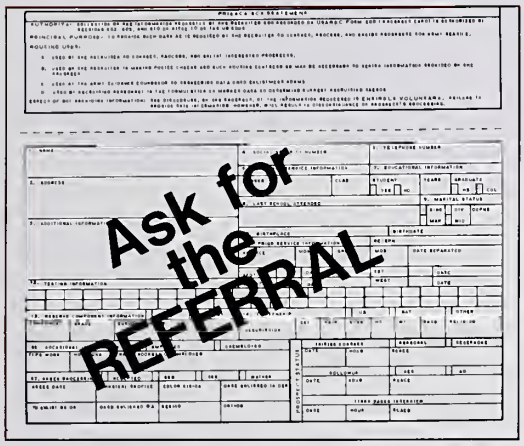
"I keep my applicants thinking favorably of the Army," Gibson explains. "I call each of them at least once every other week and sometimes have lunch with them just to chat and let them know their applications are still in the mill and that the Army is very interested in them."

Gibson goes to great lengths to keep himself as visible as possible in the nursing community so nurses will keep the Army in mind. He attends conventions such as those of the Michigan Nurse Association and the Student Nurse Association and goes to career days at the nursing schools.

He also practices an unusual attention getter by volunteering to proctor Michigan's state board test for licensing nurses. Gibson attends the test sessions in uniform but doesn't do any active recruiting there. His purpose is to remind the nurses of the Army and he knows from experience that it will pay off in the long run.

He fits his own definition of a successful nurse recruiter. Jerry Gibson is a self-starter.

Can't forget now



Future 200 card reminding recruiters to ask for referrals.

Captain Cozzalio, New Haven DRC, suggested to MG Forrester that with the next printing of the USAREC Form 200 card, the words "Ask for the REFERRAL" be overprinted as a reminder to ask for new leads. USAREC has a large number of cards in stock, so the next printing will implement CPT Cozzalio's suggestion.

'Cosmopolitan' reprint

"Cosmopolitan" article on women in the Army.

The July '76 "Cosmopolitan" article on women in the Army is, according to Maryhelen G. Correll (Indianapolis DRC A&SP), the best she has seen on the subject. She suggested that USAREC look into getting reprint rights for distribution to the field. Done! By now you should have received copies of the article. Though it's not intended as a giveaway, it'll make nice reading in the office.

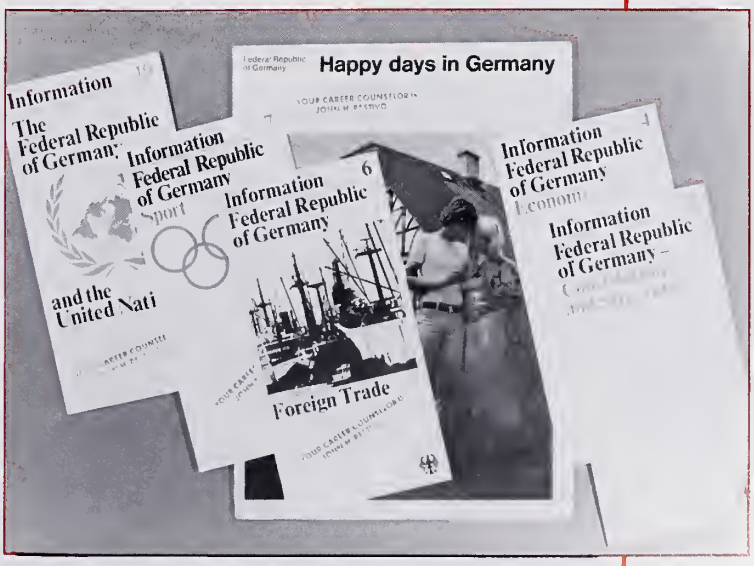
RPIs for the asking

While "rereading" an issue of the *Journal*, SFC John Restivo, Ft. Rucker career counselor, came across the "Forrester's Focus" page. He sat down at his typewriter and sent the CG this suggestion: "For about 4 years as a career counselor I have written various foreign information centers, as well as most every post and state in CONUS, requesting material and information about each place.

Once I receive the material I stamp it with my name and phone number or attach one of my calling cards. For just a small bit of my time I have accumulated a large source of information about places to go in the Army. All of this material is free, up-to-date and everyone seems to like it. And, by having my name on it, I get the credit for it.

I have shipped many boxes of material to various recruiters and they have always requested more. Some recruiters even pass them out to high schools, compliments of 'your local Army recruiter,' for use in German and history classes. Germany is an especially good country to obtain material from and the material is good to have considering the current emphasis on recruiting for Europe."

Obviously, USAREC can't order such materials in bulk; however, individual recruiters can order the material to which SFC Revisto refers for use as they see fit.



Travel brochures make good RPIs

Training Ideas

for station commanders to use in their own professional development training. Feel free to adapt this to local needs. We recommend you file this page.

SUBJECT AREA	REFERENCES	OBJECTIVES AND/OR REMARKS
High School Program	USAREC Reg 601-29	A new regulation plus a new high school folder plus a new school year means time for training in this area is needed.
Building High School Lists	USAREC Reg 601-29	Lists are getting tougher to obtain. Now is the time to discuss ideas on how to make or build a high school list.
Working and Prioritizing High School Lists	USAREC Reg 601-20	With a high school list, you have to define your priorities and systematically work the list.

Recruiter Quiz

provides questions which are typical of those received by the PD Division of HQ USAREC. The answers are all found in the references cited.

Questions	Sources
1. Who establishes the qualifications for enlistment into the Regular Army?	1. Paragraph 1-3, AR 601-210
2. Success of the Army reenlistment program is directly related to whom?	2. Paragraph 18-1d, Special Text 12-163
3. What is the grade required for an officer assigned to reenlistment duties on a full-time basis?	3. Paragraph 1-5, AR 601-280
4. In writing a news story, what six questions must the writer answer about the event?	4. Paragraph 10-2a, Special Text 12-163
5. When is a prior service member exempt from the requirements of Table 2-1, AR 601-210?	5. Paragraph 2-3, AR 601-210

The witch of Salem

by JANET LUFFY
Boston DRC

It seems a bit of witchery is still going on in Salem, Mass., these days.

At the Army recruiting station there, Sergeant Martha Dickerson, its first woman recruiter, has been affectionately dubbed the "witch of Salem" because she is bringing in recruits like magic.

And the way her Army career has gone, it looks as if she has her own brand of magic. SGT Dickerson enlisted less than three years ago under the Stripes for Skills program with hopes of eventually becoming a recruiter. Her wish came true, and a year later she was on her way to recruiting school.

For her first recruiting assignment, she was given an area considered unproductive. She didn't realize this, and came up with enlistment after enlistment, for a total of more than 50 in her first eight months.

Martha feels she got started on the right foot in recruiting by receiving excellent on-the-job training. "We have a fantastic station commander, Sergeant First Class Al Hart. He's the one who told us that if we get four new people each week to process, we'll always make mission . . . and it works!"

Of course, long hard work plays a big role in her recruiting success. Often her day begins at 5:30 in the morning when she drives people to the processing center in Boston. Evenings, she makes house calls to talk to applicants and their families in an informal setting, which keeps her on the job until as late as 10 at night.

This kind of personal attention has its reward. The DEP enlistees became another factor in her success.

"I get them started on working for their promotion right away by making telephone calls and helping in the office," she said.

Results are remarkable. One of her DEPs gave her the names of seven people he knew were interested in the Army. All seven enlisted. "I was sorry I couldn't offer him more than one promotion," she commented.

Martha pointed out that the enlistment contract is important to her applicants because it guarantees them the training and station assignment of their choice.

Martha's interest in her recruits doesn't end when they leave for basic training. She gives each of them a self-addressed, stamped envelope to write back to her. She said she enjoys hearing from them and their comments give her new insights to share with future applicants.

Like the Good Witch of the North in the "Wizard of Oz," Martha shows her applicants the road and lets them decide if they want to follow it. Because of her efforts, it is a route more and more people in the Salem area are deciding to take.

Enlisting twins is another of SGT Martha Dickerson's recruiting tricks. It certainly seemed like magic to David (left) and Patrick (right) Grant that she could have them assigned to the same station for basic training and AIT.

Reenlistment: Keeping people

By SFC KENNETH L. RANKIN
Career Counselor, 41st Field Artillery Group

The Recruiting Command keeps the Army supplied with the number of people needed to fill unit authorizations, but numbers alone will not give the Army the kind of manpower needed to maintain the best fighting force. The primary unit requirement is people *with the know-how and the experience to accomplish the mission.*

We no sooner get our people trained to carry their own load when we lose them and must train a replacement. The cost of this manpower turnover, in terms of time, energy and money, is great.

We can reduce our training burden by keeping more of our trained men and women with us, slowing down the turnover. Each and every person the Army retains reduces this problem that much more.

It has been said, "Once a problem is fully understood, the solution becomes evident." Let's take a look at the problem and see if we better our understanding.

Many things affect a young person's attitude toward the Army, both pro and con. Rarely is it so one-sided that he has no doubts about his best course of action. There is a great deal that career soldiers can do to influence the unit reenlistment attitude. Primarily what is needed is to correct some misunderstandings on the subject and to educate ourselves and those around us.

There is a fairly common belief among some career men that once a young soldier has served about a year on active duty, he knows enough about Army life to decide for himself whether or not to reenlist.

Take a closer look at the Army the first-termer has come to know so well in a year. Among the things he has learned about the Army is homesickness, living in crowded BCT barracks with strangers, little privacy, and dressing like everyone else. He has learned about pass restrictions and standing in line for his meals which are no longer prepared in consideration of his individual tastes. He has learned about guard duty, GI parties, marches in heat and snow with heavy equipment, and sleeping out in all types of weather.

Young soldiers also learn about the strict rules and regulations for most situations; most of his decisions are already made for him. He has been exposed to fairly steady complaining, unpleasant rumors, and gloomy predictions of his young associates who are equally frustrated. These unpleasant things are common among young soldiers in their first year of service.

Considering all this, it might cause us to wonder why anyone reenlists at all. Yet many do reenlist and in many cases the reenlistments exceed the separations by a considerable margin.

Effective unit reenlistment attitudes will show the first-termers how they can eventually overcome the majority of the initial hardships and how the benefits soon begin to far outweigh the disadvantages of the Army.

Most importantly, an effective program helps the young soldier understand the real benefits that come to him as he goes up the ladder of advancement. The rapid promotion available to enlisted men is only one of the important selling features of an effective reenlistment program.

Each young man must be made to realize he has a job the Army needs. And, it is a fairly common misunderstanding among careerists that the first-term soldier "knows" the Army wants him to stay. But this is not alway true. From his level, a first-term soldier cannot appreciate that fact unless he is told so personally. This area of leadership responsibility belongs to the young person's immediate supervisors on a daily basis. They alone have the right and responsibility to speak for the Army and tell the young person he is important, needed, and wanted, in the Army. This is the single most important part of the whole program.

The second point to a successful program is providing for a controlled reenlistment environment, comprised of all those things which contribute to the young man liking his surroundings. Assuming that the unit provides the normal necessities of good leadership practices and physical surroundings, we should concern ourselves with the attitudes of career personnel who associate daily with the young soldiers. It's a normal tendency for people to complain more readily when they are displeased than to praise when they are happy.

Most first-termers recognize exaggerations in normal complaining. The most significant cause of a negative reenlistment environment stems from rarely, if ever, hearing a positive word on behalf of the Army from the career man.

All that needs to be done is for career men and women in the unit to make occasional, appropriately timed, favorable comments about the Army in the con-

with know-how and experience

duct of their duties. One thoughtful remark now and then about the satisfactions of career men will counter many of the more common and unpleasant feelings generated by complaining.

The third successful part of a reenlistment program is to insure that every young person is thoroughly counseled by the reenlistment personnel on all available reenlistment and career options and benefits. Without this interview, the young man is likely to hear only the other side of the story to which he has been exposed. He needs to know what Army service is like as a married E5 or higher who can live off-post and travel the world with his family, as well as his furniture and car. He needs to hear how the PX, commissary, low cost entertainment and free medical care become increasingly more meaningful to a family man. He should be told that insecurity and boredom are the two greatest problems common in civilian jobs, so he can appreciate the built-in security and variety of an Army career.

The freedom from fear of sickness, disability, strikes, layoffs, business failure, general depressions, and old-age financial distress add up to an extremely valuable security package that is seldom found in comparable career fields in civilian life.

There is a saying in the reenlistment business which I think is appropriate here: "Old soldiers often take for granted the benefits about which young soldiers never learn."

The fourth and final part of a successful unit reenlistment program is what we could call decision encouragement. No matter how well the other three responsibilities of a good program have been carried out, and often, regardless of the degree to which a young person has become convinced that he would probably benefit more by staying than leaving, he will not take the initiative to reenlist. One point not to be overlooked is, while reenlistment requires a decision and a positive action, separation is automatic. Once a good man starts to think of those first few days back home and the welcome that is waiting for him, his ability to reason is limited.

Leaders in the United States Army are expected, through conscience and a sense of loyalty to support the services. To do otherwise is to forego the opportunity to keep the very best people in uniform.

'I'm also a problem-solver'

By SP4 RONALD SHEA
Information Office,
101st Airborne Division (Air Assault)

"Reenlisting a man is easy, it's making a reenlistment contract that will help a man's career that demands the most in my job," remarked Staff Sergeant Willie C. Mayfield.

Mayfield is the career counselor for the 2d Squadron, 17th Cavalry of the 101st Airborne Division (Air Assault).

"My job is not only that of a recruiter in the civilian world; I'm also a problem solver for the men in my unit," explained Mayfield.

Mayfield's approach to people has won the confidence and trust of the men of the unit. "I have men coming in to talk to me when they feel they can't talk to their platoon sergeants," he added.

On the wall of his office hangs a certificate for achieving 100 percent of the commander's objective for March, 1975. "I'm proud of that one," Mayfield said. "That was my first month as the squadron's reenlistment NCO.

Another certificate notes his achieving 234.89 percent of the commander's objective.

"Whenever I reenlist a man, I'm doing a lot of good things, I save the Army money and I keep the objective down for USAREC's recruiters," he said.

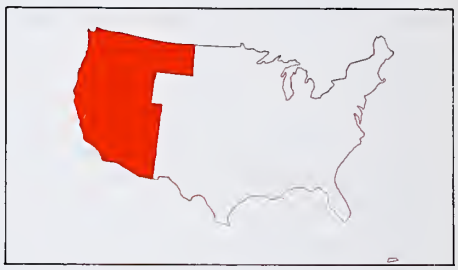
When he counsels a man, and that man reenlists in a program he wants, Mayfield sees the results of his work on the face of the man.

"That's when I really get enthused about my job," said Mayfield.

Sapphire Star Wearers

Some of USAREC's best

SFC WAYNE RUSBOLDT
Phoenix DRC



"Being honest with applicants and telling them 'how it really is' in the Army is important to me," said Sergeant First Class Wayne Rusboldt, first in Western Region to cop the sapphire star.

SFC Rusboldt, Paradise Valley, Ariz., recruiter came to the Phoenix District Recruiting Command five years ago. He felt qualified to tell the Army story. "I felt I could sell the Army by relating my experiences," he said.

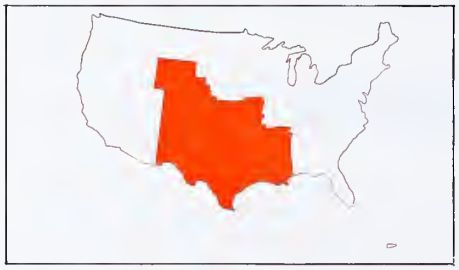
His technique has been successful. He has won many awards for his recruiting achievements and represents Western Region on General Forrester's Recruiting Advisory Council.

"The primary source of my prospects is the high school," SFC Rusboldt said. "I work closely with counselors, student body leaders and coaches to get quality.

"My second source of leads is the referral program. The people I enlist in the DEP talk to their buddies and influence them to come in and talk to me about the Army and what it has to offer."

He is a firm believer in using REACT. "REACT produces 'hot' leads. I contact the prospects and follow up thoroughly. They have also been a good source of enlistments for me," he said.

SFC Rusboldt has some advice for new recruiters. "I believe that new recruiters should develop their own style of interviewing, be it a personal contact or telephone interview," he commented. "Of course," he added, "never lose sight of the basic recruiting techniques taught in recruiting school."



SFC DON RICHARDSON
Dallas DRC

"Most people aren't aware of the opportunities available in the Army," said Sergeant First Class Don Richardson, the first Southwest Region recruiter to receive the sapphire star. The Dallas DRC field representative enlisted 141 people to get that honor.

"Recruiting in Tyler, Tex., has been easy," claims SFC Richardson, who has been there for nearly three years. "People in the area are patriotic, and the economy isn't a factor in recruiting activities like in other areas."

SFC Richardson believes the Army has a lot to offer young people. He cited an example. "I just recruited a graduating senior from John Tyler High School who plans to take advantage of the Project AHEAD program. When he completes the dental hygenist course, he will receive 62 hours of credit from Baylor University."

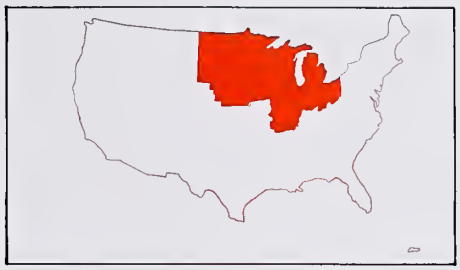
In his spare time Richardson has coached the Tyler YMCA baseball team and attended school at nearby Tyler Junior College.

He also has a good relationship with the local high school. "I encourage students to stay in school until they graduate. It's good for them, and it gives the Army young people who are better prepared for training in a career.

Doing his job brings SFC Richardson personal satisfaction. "I've always been interested in helping people find their place in life. Recruiting is a way to accomplish something for the community."

tell how it's done

SFC CLEM PIGNATELLI
Lansing DRC



Sergeant First Class Clem Pignatelli, Midwest Region's first sapphire star winner, doesn't believe there's a secret to successful recruiting. "It's all hard work, but hard work based on basic recruiting principles."

Clem has achieved nearly every goal he has set for himself, and has never missed being a 100 percent recruiter since he first became a OOE in the fall of 1973.

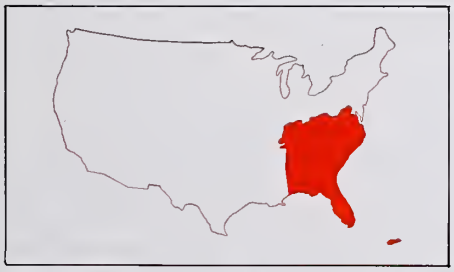
A competitive recruiter, Clem often issues challenges to other recruiters. He is seldom overtaken.

Clem is honest with the young people he meets, telling them both the good and bad points about the Army. His direct approach is coupled with his sincere desire to help.

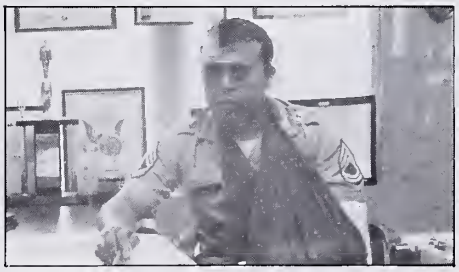
"The Army has helped me in many ways," he said, "and it can help others."

The recruiter shows his concern by working long hours with the athletic program of Saginaw's First Ward Community Center. The center's boxing team, coached by Clem and his station commander, SFC Al Coney, has won several team and individual championships. Center representatives feel the two recruiters are the reason why.

Clem also believes he is successful because he looks on recruiting as a full-time job. "I'm an Army representative 24 hours a day," he said. "In some way, I'm always recruiting."



SFC RICARDO VELEZ
San Juan DRC



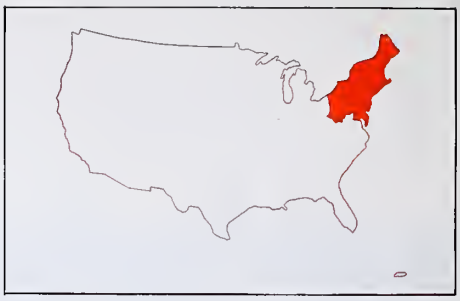
At a ceremony held in Atlanta not too long ago, MG Forrester presented SFC Ricardo Velez, Mayaguez, Puerto Rico, with a gold recruiter badge with sapphire star. It was the first in USAREC.

How did he earn it? Hard work for starters. But Ricky Velez offers some additional thoughts. "When I got here from New York, one of the first things I did was get onto the college campus. I've found that you can't go there looking and acting scared, like you're out of your element. If you're scared you'll get nowhere. You have to sell yourself. I started right at the top and enlisted the college president's son. When his father saw what I had done for the boy, he opened the school's doors to me."

Like most recruiters, Ricky is a joiner. He's in the American Legion and is getting his commission in the Civil Air Patrol. He also plays softball in his spare time. "Kids know I'm in the Army; they also know I'm going to bring it up sooner or later. They appreciate my honesty; they want you to share what you have with them."

This recruiter isn't one to sit back and let things happen to him — he makes them happen. "I'm a firm believer in action. If something comes to mind, I do it. For instance, five kids from the softball team started asking questions about the Army. I didn't hem and haw and spell it out for them; I just told them 'If you want what I have, you have to sign up.' Kids today are impressed with that kind of straightforwardness." It works.

SFC Jimmy Morris
Baltimore DRC



"I love recruiting," said Sergeant First Class Jimmy Morris, of Northeast Region, winner of every award USAREC can bestow. "I think about recruiting all the time. I'm always thinking of ways to make this week better than the last week."

With this motivation, it's understandable why SFC Morris, Baltimore recruiter, is the first to qualify for three sapphire stars. It also explains why he was the first to earn the gold recruiting decal for achieving 1400 QIPS points in 36 months.

"I've met every challenge they've thrown at me," he said. He enlisted 685 individuals between January 1974 and August 1976. The number processed is into the thousands. "But I like helping people, talking to people, solving their problems," he said.

He feels recruiting in a large city presents special problems. "Everybody can't recruit in the city," he commented. Morris developed his city-savvy early, as a native of Brooklyn, N.Y., an urban conglomerate with roughly three times the population of Baltimore.

"The heavy walk-in traffic doesn't help that much," the recruiter said. "Many of these people are uneducated and unskilled. We have to process twice as many just to get the same number of enlistments as other stations."

The sergeant's answer to this problem is complete dedication to recruiting. He cites incredible examples. "Since I arrived (October 1973), I have not taken a day of leave for recreational purposes. And I've worked every single Saturday. I get to the office at 6 a.m. every morning and stay until about 7 p.m.

"They can send me anywhere and I'll recruit. They could put me in the Mojave Desert. If there are human beings there, I can put them in the Army. I'll get the maximum use of what's there.

"You see, I get the maximum out of every applicant whether he passes or fails, goes in or stays out. I make them all work for me one way or another. If I don't get them, I get their friends."

Colonel William H. Sachs, commander of the region, summed up Morris' contributions, "When Northeastern Region gets in a bind, they come to Jimmy Morris because they know he can deliver."

Likewise impressed is Lieutenant Colonel J. Wesley Loffert, commander of the Baltimore-Washington district. "If half of our recruiters could catch the vision like Brother Morris has," he said, "this DRC would have mission locked in six months ahead."

QIPS III

For several months now, there has been a rumor circulating to the effect that the QIPS program is being revised. It's fact now. The changes, however, are not very drastic and most recruiters won't be much affected by them.

The revised program is called QIPS III and was effective Oct. 1, 1976. In those areas closest to the recruiter's heart — quality credits — the only change is a reduction of the number of credits awarded for GED/NHSG accessions from four to three points. From there on, the credits are all on the increased side. In the main, QIPS III is designed to increase the number of flexible bonus credits (FBC) in the system to allow recruiting commanders to exert more influence on the actions of recruiters.

Specifically, the number of flexible bonus credits being awarded directly to DRC commanders goes from one per accession to two per accession. The RRC commanders' FBC are also doubled so that regions get a share of 2,000 per week instead of the 1,000 before.

Now there is no limit on the number of FBC that can be awarded per month to an individual recruiter.

The General's Emphasized Targets — Each Month (GETEM) points, the USAREC CG's personal credits, have been restored as a permanent part of the system, and may be awarded as the CG specifies to anyone participating in the QIPS program.

Two new additions to the program are nurse recruiters as participants and a new category of credits for referrals. Two QIPS points are awarded to each recruiter for referrals of people who subsequently enlist in a Reserve Component; and ten points go to the recruiter for referrals of people who subsequently make official applications for the Army Nurse Corps or to the WAC Direct Commission program.

Average reading time: 5 min.

How to 'max' the MOS test this year

is not what this article is about. That article is on page 39. This article doesn't have the questions or answers, only some tried and proven methods to prepare for the test.

The MOS test doesn't descend from the sky like a lightning bolt. It crops up each year in December (for both recruiters and career counselors alike) with the regularity of boll weevils and corn borers. And, like a farmer buying pesticides, the OOE has to be prepared in advance.

Preparation begins with knowing how the test was put together.

Birth of a Test

The test is designed by people who know recruiting and career counseling — those who have done the job. They do their best to make it a true test of how good you are at your job. It asks questions you should know the answers to. And it asks questions on subjects which traditionally cause problems.

"We cover all major areas and write at least three questions on each," said Staff Sergeant Steve Smith, an instructor at Ft. Harrison, Ind.

"To a certain extent, we use some questions from previous years, but only parts. Nothing is taken verbatim from last year's test," added Staff Sergeant Major Manley, another instructor. (For the record, let that read, SSG Major Manley. And when he makes E-9 he'll be Sergeant Major Major Manley, of course.)

Testing the Test

After questions are developed, they are subject to a review board, better known as a "murder board." This ominous sounding group is the OOE's best friend, for should there be a conflict between current and past policy, those questions which might prove confusing are thrown out by the board.

The test is then sent to the Enlisted Evaluation Center, also at Fort Harrison, where it is checked by the test project director and staff editors. They determine the "hardness" or "easiness" of questions by finding the percentage of people who answered the question (or a similar question) correctly in a previous year's test. The center also checks for double meanings and grammatical errors.

At this point, personnel psychologists come up with an analysis of the test as to subject matter, test composition, previous scores and overall review.

The test is next subjected to another "murder board." It is again reviewed by recruiters and counselors, question by question, to further insure its accuracy.

From there, it goes to the printer, then to the OOE through the local test control office.

Although everything is done to insure the test is the most current one possible, it is sent to the printer as early as six months before the scheduled testing month. During this period, the validity of some "correct" answers may be overtaken by changes to Army regulations; should this become the case, those questions will be considered scoring exceptions and OOEs will get credit for them regardless of how they are answered. Last year, four questions were classified as scoring exceptions.

Even though scoring exceptions last year provided four free correct answers, that's not enough for a high score if you haven't done the preparation study necessary.

Test Preparation

Formal preparation begins with receipt of the MOS study guide which lists all regulations from which questions will be drawn. It will also tell which sections of regulations are not "testable." If a chapter, section, table, or appendix is not listed as being "testable," it isn't. Assemble every regulation and publication listed, and study away.

One of the best references will be Special Text 12-163, "Recruiting and Career Counseling," prepared by the Army Institute of Administration at Fort Harrison. This is particularly useful because it goes into detail on theories of salesmanship, something that a DA regulation cannot do.

The amount of time and effort put into preparation for the MOS test is usually a personal matter, whatever the OOE feels he or she needs.

Test-time Panic

"Panic" is the one thing that can reduce all preparation to nothing.

Some people get nervous when they realize they're taking a test which has such impact on their future. The OOE has every right to feel jittery because the test plays a large role in qualification for specialized training, NCOES advanced course and promotion.

To combat the nervousness, prepare in advance. Most people in USAREC have taken an MOS test, so there's nothing new in the statement that there are 125 multiple-choice questions in the test. Each question has four possible answers listed, and only one of them is the best answer.

Many locally-devised study guides are developed in the form of multiple-choice questions, similar in format to the actual test. Become "test-tough" on such practice tests. When you encounter the "for real" test, you'll be prepared to eliminate those answers which are obviously wrong and make an educated guess

How to 'max' the MOS test

on the remaining answers. "Take your best shot" is the advice offered by SSG Manley.

Test Tips

Sergeant Manley passed on some more tips: trust your memory; remember that you are being tested on what you do every day; imagine yourself in the hypothetical situation posed by the question.

Basically, the MOS test asks about your job. It measures how good you are. The best way to study for an MOS test is to do your job the way it should be done. It's never too early to start studying. Continually refer to the regulations and keep up-to-date on the latest available recruiting information.

When you've "taken your best shots" at the MOS test, sit back and wait a few months for the results to come in. (When you get your score, refer to the October 1975 *R&CC Journal,* page 32, to see about where you stand compared to all other OOEs who took the test.)

Test results of the OOEs who were on the "murder board" are not computed into the bell curve scoring average; to do otherwise would give them an unfair advantage at the expense of all other OOEs.

Problems have been noted in the past with the test being compromised. "It's not compromised here," said SSG Manley.

"We can tell if it has been compromised," Manley continued. "When an area's scores are all in the 140-150 range, and other areas have scores in the 90-120 range, then it's pretty obvious. For instance, if the scores at the station on the east side of town are decidedly higher than the station on the west side, you know there's something wrong."

"We look for unusual scores in one place," SSG Manley said.

Making a good score on an MOS test is not all that difficult: know your job, study the references available, and, as SSG Manley said, "Take your best shot."

Defense Report AUSA

Being a veteran is a dollar plus

According to the latest figures released by the Veterans Administration, veterans of the United States Armed Forces have an average yearly income which is $3,930 higher than that of non-veterans.

The VA Annual Report for FY 75, recently issued, compares incomes of veterans and non-veterans as of mid-1975 by educational levels as follows:

Education Level	Average Income	
	Veterans	Non-vets
Less than high school	$ 6,870	$ 4,730
Some high school	9,830	7,340
High School grad	11,350	8,870
Some college	12,620	6,750
College graduate	17,240	11,870

According to the report, the fact that non-vets with "some college" education were earning less than their high school graduate counterparts was because almost half of the "some college" group were between 20 and 24 years of age, were still in school, had no significant work experience, and little or no personal income.

The report also pointed out that, despite the considerable publicity about veterans of the Vietnam War having difficulty in finding jobs, the unemployment rate for all veterans was only 4.7 percent compared to 8.3 for non-vets. Considering only the veterans of the Vietnam War, their unemployment rate was 9.7 percent compared to 10.0 for non-vets. Only the youngest Vietnam vets were in job trouble, having an unemployment rate of nearly 20 percent. Vietnam vets 25 years and older had a rate of 7.6 percent which was better than the national average of 8.7.

Veterans were also better educated than non-veterans according to the report, having attained a median education level of 12.6 years of schooling as opposed to 12.3 years for non-vets.

The report covers the more than 29 million veterans on VA rolls. About seven million are from the Vietnam era, nearly six million from the Korean War, and about 13.5 million from World War II.

The VA report, which was compiled with the close cooperation of the Bureau of the Census, makes it clear that today's veteran is better educated, more consistently employed, and making more money than the non-veteran.

Update

MOS Testing

Based upon comments received from this year's USAREUR/7th Army reenlistment conference, DCSPER, DA, has changed the month when OOE career counselors will take the OOE MOS test. Beginning this year, all OOEs will take the test in December, as opposed to different months last year.

Reenlistment Processing

The reenlistment people at HQ DA say that should a soldier reenlist and depart for a new duty station not served by the original PERSINS processing activity (PPA) before the "RENL" transaction is processed, the only way the career counselor who reenlisted the soldier can report, and get credit for, the reenlistment is to have the transaction reported by his local SIDPERS people as a pass record transaction.

Until just recently, when such a transaction arrived at and was processed by MILPERCEN, it was rejected as an ME-2 error because the PPA shown on the pass record transaction was not the same as the new one shown on the enlisted master file. This procedure has now been changed and the PPAs no longer have to match.

If any career counselors have reenlistments which were reported before but for which no credit was given, and the soldier has departed the station to which he was assigned at the time of the reenlistment, have the SIB people resubmit a pass record transaction on the soldier and it should "take." These reenlistments should then appear on the next monthly reenlistment roster (DCSPER 398 Report).

Nonavailability Statements

CHAMPUS beneficiaries can continue to use nonavailable statements from one service hospital to obtain care at a civilian hospital, even though the civilian hospital may be located within 40 miles of a second service hospital that could provide the care, according to DoD officials.

At the same time, these beneficiaries are being encouraged to use the second service hospital where the need care is available. DoD points out that it usually costs less for both a beneficiary and the Government when a service hospital is used rather than a civilian hospital.

Computer Attitudes

In May 1974 and November 1975, HQ DA conducted Armywide sample surveys to determine soldiers' attitudes toward computers and their current and future uses. The results, compared with a 1971 *Time* magazine survey which asked the same questions, indicate that the overall credibility of computers is improving.

- The majority of those surveyed in 1975 felt that computers had made life better, (88 percent officer and 80.6 percent enlisted) compared with 71 percent in 1971.
- The 1975 survey revealed that 48.4 percent of the officers and 22.5 percent of the enlisted soldiers had jobs which required some knowledge of how a computer system works. On the 1971 survey, only 15 percent of the respondees said their jobs required this knowledge.
- More than half the soldiers queried in 1975 (54.2 percent officer and 50.2 percent enlisted) said that their overall feelings toward computers had improved during the past five or ten years. While these figures varied only slightly from the 1974 survey, they differed sharply from the 37 percent who indicated in the 1971 survey that their feelings had improved.

Profile

National Safety Council investigators have come up with a profile of the drinking driver most likely to cause a fatal accident. Usually 25-35 year old male, he is a heavy or problem drinker who generally prefers beer to other alcoholic beverages. He is probably a high school graduate, who drives an older car. He's likely single, separated or divorced. He displays overly aggressive drinking habits.

ASVAB Films

By now all copies of the ASVAB films, "The Name of the Game" and "Your Future is Now" should have been collected from recruiting stations and other locations and turned into the DRC.

Pending a decision concerning ways to correct these films' legal deficiencies, they may not be used for public viewing in recruiting stations, schools, or other locations.

Education Levels

The Office of the Chief of Public Affairs, HQ DA, recently received a request to provide information on educational background of the men and women in the Army. The following figures are as of July, 1976:

- Less than two years college: 2024 officers, 7031 warrant officers, and 633,434 EM.
- Two years college: 4289 officers, 3846 warrant officers, 21,131 EM.
- Four or more years college: 77,959 officers, 1375 warrant officers, and 11,772 EM.

This information came from taped records available at DA. OCPA reports that it was interesting to note that 5847 records had no entries or comments on education background, and that 103 EM (according to the record) have no formal schooling whatsoever.

Update

Marksmanship

It's not an enlistment option, but recruiters should know that people can be assigned to the US Army Marksmanship Unit which is headquartered at Fort Benning with detachments at Fort Riley and Fort Ord.

Selection to the unit is normally accomplished after a 120-day TDY period of firing and evaluation. People requesting consideration must complete BCT, AIT and have been awarded a PMOS. Assignment to the unit is normally for a three year period. The only common denominator for those assigned is excellence in marksmanship.

Reenlistment Management

Since September 1, the Enlisted Year Group Management Reenlistment procedures for people who want to reenlist or extend for more than 12 months are easier and better.

Gone are the days when soldiers on their first terms were categorized as Group I or Group II (see June *R&CCJournal*, pp. 26-27). Instead, soldiers are managed on the basis of MOS strength (over, balanced, shortage).

With certain, few exceptions, all applications for reenlistment or extension beyond 12 months is handled telephonically. DA message 240400Z August 1976 has the details.

Bicentennial Minute

Colonel Shirley R. Heinze, USAREC chief of staff, will appear on CBS-TV to narrate a Bicentennial Minute highlighting the career of Mary Corbin — First Woman Warrior. Scheduled air date is 17 November.

JOBREC Moves On

The Army's Job Recognition (JOBREC) program has expanded to include people in the Transportation Corps.

People assigned as transport and marine craft operators and mechanics, aviation maintenance, and terminal operations personnel can apply their Army training and work experience toward completing apprenticeship requirements for civilian jobs.

The Transportation School at Fort Eustis negotiated agreements with over 400 commercial organizations employing persons with transportation skills. This program, unlike the first JOBREC program for engineers, serves as a type of job referral service. It assists individuals leaving the service in getting jobs and provides a basis for seeking advanced level placement in industry for Army training and experience.

Specific MOS involved include 71N, 61C, 67B, 67C, 33B and 33C. Further information should be available at post education centers.

Reenlistment RPIs

The following list includes items currently available for requisitioning for **reenlistment** purposes only. All requisitions should be submitted **by career counselors** on Form DA-17 (3 copies) through Commander, US Army Recruiting Command, ATTN: USARCASP-D, Ft. Sheridan, Ill., 60037, to US Army Publications Center in accordance with AR 601-280, para 1-14. Unless otherwise indicated all posters are small (11" X 14").

RPI 300 Booklet. If there's a question, you'll have the answer.
RPI 301 Folder. The Army Service School Reenlistment Option
RPI 302 Folder. Your career decision.
RPI 303 Folder. How to tell your friends you're reenlisting.
RPI 305 Poster. The Army's been good to this Army wife.
RPI 306 Poster. When you're doing something of value, you value yourself more.
RPI 307 Poster. Since I've been in the Army, the longest I've sat still is for this photograph.
RPI 308 Folder. Why are you staying in?
RPI 313 Poster. I like going to school and getting paid for it.
RPI 317 Poster. Now I'll be working near home.
RPI 319 Poster. I'd like to live in Europe. Not just visit.
RPI 325 Poster. $8,000 is $8,000.
RPI 331 Poster. Music is where I want to be.
RPI 332 Folder. Music is where I want to be.
RPI 334 Poster. How to tell your friends you're reenlisting.
RPI 341 Folder. Berlin Brigade.
RPI 343 Folder. Old Guard.
RPI 345 Folder. Combat Arms Option.
RPI 347 Folder. Overseas.
RPI 356 Label. Career Counseling 3-1/2"
RPI 357 Label. Career Counseling 9"
RPI 358 Label. Career Counseling 1"
RPI 366 Booklet. Take a look at all the things you've been taking for granted.
RPI 373 Booklet. Spouses Prestige Brochure.
RPI 383 Poster. The best way to see Europe is to live and work there.
RPI 385 Poster. Will your next job make you feel as good as the one you have now.
RPI 386 Poster. Patches, (large.)
RPI 921 Poster. Start college while you're serving.
RPI 951 Label. Yesterday, Today, Tomorrow, The United States Army.

Please note that the above listed **reenlistment** RPIs are the only **reenlistment** RPIs presently available for requisitioning.

13 Bang- Field Artillery Crewman

Everyone who joins the Army will go through some sort of basic training. And everyone who does not become an infantryman will ask, "Why do I have to know infantry squad tactics? I'm going to be a cook (or MP) (or mechanic) (or clerk)."

Some years ago, the people of TRADOC (Training and Doctrine Command) began wondering the same thing. Their reasoning was, "An infantryman needs to know infantry squad tactics, but it doesn't do an artilleryman much good — let's stress artillery-related subjects in basic training to the future artillerymen." One thing led to another, and the eventual result was One Station Unit Training (OSUT) where, for example, all people going into a field artillery MOS take all their training at Fort Sill, Okla.

In addition to teaching only what was needed, there were two other benefits; it takes less time to produce a school-trained artillery crewman, and less time means less money needed.

There is no longer an eight-week basic combat training (BCT) phase and an eight-week advanced individual training (AIT) phase for artillery crewmen — now it's one 12-week phase for training people in MOS 13B (also known as 13 Bang).

Training day number one for the prospective 13B begins in the usual way: it includes classes on wearing the uniform, drill and ceremonies, and so on, but it also includes an introduction to the 105mm towed howitzer. Throughout the 12 weeks, only subjects that are essential to 13B job performance are taught; from both BCT and AIT phases, 23 subjects were considered to be critical for the artillery crewman.

From the BCT phase, 12 subjects were kept:

- Qualify with the M-16 rifle;
- Qualify with the hand grenade;
- Apply the four first aid life saving procedures;
- Wear, clear and check the protective mask;
- Camouflage self and equipment;
- Prepare individual defensive positions;
- React to and move under direct and indirect fire;
- Select temporary battlefield positions;
- Achieve physical fitness standards appropriate to the field artillery mission;
- Complete the tactical road march;
- Use challenge and password; and
- Observe and report information.

From the AIT phase, 11 subjects remain:

- Prepare howitzer for firing;
- Perform duties of cannoneer during firing;
- March order after firing;
- Perform operator-level maintenance on howitzer;
- Maintain section equipment;
- Maintain fire control equipment;
- Prepare ammunition for firing;
- Operate and maintain field telephones;
- Install and maintain internal field communications;
- Engage a target with the M-60 machinegun; and
- Engage a target with a .50 caliber machinegun on a self-propelled howitzer.

"What we've done is take those subjects peculiar to training as a 13B, and interspersed them with the other subjects, such as first aid and PT, all through the 12 weeks, to produce a soldier who is also a qualified 13B," said 1LT Gary Rodriguez, assistant operations officer of the Field Artillery Training Center at Fort Sill. "To compress all this training into 12 weeks, the first 21 days of training are straight through, concentrated training."

"We cut out the non-essential, and teach only what's needed."

Lieutenant Rodriguez pointed out one more new twist to the training of artillery crewmen: "By the time a soldier has finished his first eight weeks of training, he usually knows the type of unit he's going to be assigned to, and we tailor his last four weeks of training accordingly."

If, for example, a man is identified as going to a self-propelled artillery unit, he then gets only training related to self-propelled weapons. The same principle applies to those who are to be assigned to a towed artillery unit. Called Assignment Oriented Training, the last four weeks are of intensive training directly related to the soldier's first assignment.

No matter where an artilleryman's first, second or last assignment may be, it will always be in support of the infantry, and Fort Sill will continue to teach the dignity that was expressed on a hand-lettered sign carried by a 105mm battery in Vietnam, "Artillery lends dignity to what would otherwise be a vulgar brawl."

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13B
Field Artillery Crewman